

# *Problem and Solutions in the Management of Colleges and Universities*

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**Abstract:** Colleges and universities shoulder a special and glorious mission in the political system of our country. As the main position of cultivating and exporting talents, the management level of colleges and universities directly affects the training quality of talents needed for the modernization construction of our country. This paper analyzes the problems existing in the management of colleges and universities in our country, and probes into the corresponding solutions.

With the development of economy and the progress of society, the demand for professional talents in our country is increasing year by year. As the main position of cultivating and exporting talents, the construction and development level of colleges and universities play an important role in China's modernization. In recent years, with the reform of our country step by step into the deep water area, some problems that have not been exposed before have gradually aroused wide concern of the society. In particular, some accumulated drawbacks in the management of colleges and universities have aroused the vigilance of the relevant administrative departments and people in the educational circles.

## **1. The main problems in the management of colleges and universities**

Colleges and universities are a special group. To say it is special is mainly because it shoulders the glorious and special historical mission. We once turned universities into ivory towers, which to a certain extent shows the independence and particularity of universities. Because of the special status of colleges and universities, some problems in the management of colleges and universities have not been paid enough attention to for a long time, even many people know little about the management mode of colleges and universities. At present, there are the following problems in the management of colleges and universities in China:

### **1.1 Ideological understanding of the problem**

What is the university management? How to do a good job in college management? This is both a simple and a complex problem. For these problems, some of our managers do not have a clear understanding and clear work ideas. Management is a work, but also a means of scientific and effective management to promote productivity has a significant role. We often say to management to benefit, in general that is what we mean. Technology and management are the two wings of

social progress and the development of the Times, which has become a social consensus.

Because of the historical reasons, the universities in our country have been running under the planned economy for a long time, and the old ideas and methods of management still exist more or less. Some managers are accustomed to follow the instructions of the boss, lack of market awareness, lack of innovation. Some managers do not know enough about scientific management, will talk about scientific management, action is another set. Some people even think that management work is dispensable, management who do come, who do well. Some teachers think that management is service, which exaggerates the component of service in management, weakens the functional role of management, weakens the systematic and organizational value of management. Some people are good at copying different management methods, not from the actual situation of colleges and universities, copy the existing rules and regulations, obliterating the particularity of college management. All of the above are the ideological and cognitive problems existing in the management of colleges and universities in China.

The reason why we put ideological knowledge in the first place here is that ideological knowledge is the basis and prerequisite for guiding one's work. Without correct ideological knowledge, it is very difficult for us to make a scientific, comprehensive and systematic evaluation of university management fundamentally. No matter what the management work, no matter what the management method, ultimately needs to implement to the person.

## **1.2 Problems in professional management team building**

Management is a science, therefore, management is not everyone can be competent, we must have a clear understanding of this point. And that's one of the things that's easy to overlook and forget. With the increase of the power of the government, the autonomy of universities has been further promoted. The management of colleges and universities, whether in the internal environment or in the external environment, has undergone profound and drastic changes. Complication and diversification are the problems that the management of colleges and universities have to face at present. This requires our university management workers must gradually establish a professional, efficient, professional management team. However, objectively speaking, there is still a huge gap between universities and some high-level enterprises in terms of salary treatment and Working Environment Some basic management jobs lack the necessary attraction for high-level talents. In view of this, some colleges and universities even hire special management talents at great expense, but after all, only a few colleges and universities can afford so much cost, for most colleges and universities, to hire such talents can only be a matter of time.

There is another point, that is, some of our university decision-making level has a wrong understanding, in their eyes as long as one aspect of a prominent person, then other aspects must be competent. For example, some university leaders are particularly keen to promote experts or scholars in some fields to participate in management, even if these people have no management experience for a day, can be promoted and appointed rocket-like. This practice is by no means unique. The result is that some scholars and experts are busy with the daily administrative affairs, their professional research time can not be fully protected, although sometimes feel laborious in the management post, but can not talk about the hardship, and bear the brunt of it. It can end up being a two-way street.

## **1.3 Insufficient attention to the law of market and economy**

Our colleges and universities are members of the society, which can not exist independently. Especially in today's economic and social development, the socialization trend of colleges and universities is becoming more and more obvious. Therefore, in the management of colleges and

universities, we should not only pay attention to and follow the law of education, but also the law of economy and the law of market. In recent years, under the guidance of pure scholarship, some colleges and universities blindly carry out some investment and construction, even violating the laws of the economy and the market, and strive to realize the leap-forward development of production, teaching and research. On the basis of insufficient investigation and demonstration, some seemingly lofty, but actually impractical projects, not only make the overall construction of the school difficult, but also seriously drag down and affect the other aspects of the school investment. Some colleges and universities have not focused on improving the quality and efficiency of running a school, taking discipline construction and cultivating landmark scientific research achievements as their main position. Some colleges and universities do not pay attention to sustainable development, deficit budget, funds misappropriation and so on occur from time to time.

#### **1.4 The imperfect assessment system**

It is an indisputable fact that the assessment system of university administrators is not perfect and the construction of the assessment system is relatively backward. In recent years, the reform of personnel management system in colleges and universities mainly focuses on the assessment of teachers, and has gradually established a quantitative assessment standard for teaching and research. But the management work content is complicated, sometimes often gives the human affairs the feeling of microcosmic, therefore, the establishment of the examination system is a more arduous process. At present, the management assessment of colleges and universities in China is mainly carried out in the way of democratic evaluation, which has its advantages, but its disadvantages are also quite obvious, and it is difficult to reflect the actual management ability of a manager comprehensively.

Management itself is a very binding work, in the work of offending people is the most common thing. Some managers in order to avoid conflict, in front of the big difference also act as peacemaker, trying to ingratiate themselves, even if the work is done again bad, as long as good people, the end of the year assessment may be excellent. On the contrary, some enterprising, dare to be earnest cadre often easy to offend a person, give a person a bad impression in the work, when the examination is very likely to fall the result of fail.

## **2. Key Points of Doing a Good Job in Management of Colleges and Universities**

It is not easy to do well the management work of colleges and universities, which is decided by its complexity. To do a good job in the management of colleges and universities, we should focus on the following aspects:

### **2.1 To innovate the idea**

It is impossible to accomplish the management work in one move. It is a systematic, scientific and systematic project, which needs to follow certain ways and means, not only must be determined to reform, bold innovation, but also need to be gradual, must not be impetuous. In order to do a good job in the management of colleges and universities, we must first innovate our ideas and have a clear and objective understanding of the management of colleges and universities from the ideological point of view and from the deep soul. At the same time, we should abandon the old view of understanding and treat the management of colleges and universities correctly from the perspective of development, and recognize its long-term and complexity as well as its scientificity and regularity

## 2.2 To reform and innovate the administrative system

Colleges and universities are the forefront of accepting new things and the latest science and technology. Theoretically speaking, the management of colleges and universities should be the closest to the requirements of reform and development. However, due to the system and other reasons, China's university administration system in many aspects is not perfect, some details are still out of line with the actual. At present, with the development of economy and society, the development of science and technology in our country is very fast. The managers of some industries have integrated advanced management ideas into the daily administration. Therefore, the administration of our universities should make good use of the latest management ideas and methods, reform and innovate the existing management ideas, and pay attention to the application of the latest scientific research results. In addition, the administration of colleges and universities should also establish a network of office service platform, timely release and transfer information for teachers and students to provide the most convenient and efficient administrative services.

## 2.3 To reform and innovate the organizational management

The administration of colleges and universities mainly depend on the administrative organizations at all levels. The administrative management system of colleges and universities is complicated and numerous. In a way, the administrative personnel of colleges and universities are the backbone and core of college administration. Therefore, in the university administration reform, we must first solve the question is how to enhance the university administration personnel's comprehensive quality, promotes their specialized level. The administrative personnel of colleges and universities should pay attention to the overall situation of reform and development, pay attention to study, pay attention to self-discipline, not to be stuck in a Rut, to view the developing things from the same point of view. We should optimize the organization of the administrative organs of colleges and universities, try our best to fulfill the duties to people, and make clear the division of Labor.

## 2.4 To establish and perfect the scientific examination mechanism

Examination mechanism is a key field that needs to be perfected step by step in the management of colleges and universities. A good appraisal system can inspire people, encourage people, unscientific appraisal system can even restrain people, interfere with people. At present, our country university's management examination system still needs to strengthen in many aspects. How to establish a scientific, effective and formal assessment mechanism has become a bottleneck and restrictive problem in the reform and development of university management.

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